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ABSTRACT

This guide discusses the involvement of religious congregations in family child care. Topics include: (1) definitions of family child care and family child care providers; (2) the importance and benefits of family child care; (3) reasons why congregations should be interested in child care and choose child care ministries; (4) the role of churches and synagogues in child care; (5) the ecumenical child care network; (6) the assessment of a community's child care needs and of a congregation's resources and capabilities for helping the community meet its needs; and (7) challenges faced by congregations that establish partnerships with family child care providers. Also considered are opportunities for congregations to support family child care by means of partnerships with individual providers and provider groups, efforts to connect providers with families, and efforts to increase community support for family child care. Throughout the guide, reference lists of organizations and publications with additional information on specific topics related to family child care are provided. Appendixes include a glossary of family child care terms and a list of members of a child care advisory committee of the National Council of Churches. (BC)

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PARTNERS IN FAMILY CHILD CARE

OPPORTUNITIES FOR OUTREACH: A GUIDE FOR RELIGIOUS CONGREGATIONS

by Margery Freeman

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National Council of Churches
Prophetic Justice Unit
Child and Family Justice Office
1991

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ACKNOWLEDGMENTS

Many voices, many viewpoints helped to create this guide. We need first to recognize those countless family child care providers who care for so many of our children, who reach out in love to us even as we seek to be in partnership with them. We also acknowledge with gratitude those early childhood educators who nurture children in churches and synagogues across the nation, especially those who are our colleagues in the Ecumenical Child Care Network. Their stories about weekday children's ministries inspired our partnership with the family child care community.

We are grateful to the A. L. Mailman Family Foundation for believing that religious congregations are natural partners for family child care providers, and for enabling us to translate that vision into a practical guide.

Our Advisory Group, whose names are listed in the Appendix B, were the true midwives to this project. We thank each of them for reading the manuscript, over and over, with red pencil in hand; the guide is much stronger for their additions. We particularly thank the National Council of Jewish Women National Family Day Care Project for so generously sharing resources and ideas for this project.

Margery Freeman
Director
Ecumenical Child Care Network
National Council of Churches
Prophetic Justice Unit

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WHAT IS FAMILY CHILD CARE?

"You know Ms. Davis, don't you? The lady down the street who takes care of Frank and Lydia's little baby? That's right, she cared for the Sanchez' twins last year. Maybe you can talk with her about keeping your Joshua. She seems very nice..."

Have you ever had such a conversation with a friend or a neighbor? Have you overheard similar exchanges after church or temple?

What those friends are talking about is **FAMILY CHILD CARE**, the most frequently used, and least recognized, form of child care in the nation!

Family Child Care is called by many names:

- family day care
- in-home child care
- family home day care
- the-lady-down-the-street-who-keeps-children
- home day care

WHATEVER IT IS CALLED, FAMILY CHILD CARE IS, SIMPLY, CARE FOR A CHILD IN A PROVIDER'S HOME.

We choose to use the term family child care in this guide because "child care" is the phrase preferred by most early childhood professionals to describe out-of-home programs for young children. It is our way of asserting that providers who care for children in a family setting are part of the larger early childhood community.

Since, however, different names are used in different places, you may want to use the term that best communicates in your own community.

Also, since most family child care providers are women, the feminine pronoun will be used throughout this guide.

Being a family child care provider requires the wisdom of a parent, the knowledge of a social worker, the skill of a pediatrician, the tact of a mediator, the patience of a saint; not to mention the savvy of an entrepreneur running a small business.

June Solnit Sale

WHY IS FAMILY CHILD CARE IMPORTANT?

- Family child care is the most frequently used form of out-of-home child care in America. It is basic to the way children — especially very young children — are nurtured and educated in our society.

- Over half of mothers with children under five are employed outside the home. Each day, nearly one-third of these mothers take their young children to a family-based setting for child care.

- Over five million children are cared for daily in family child care homes.

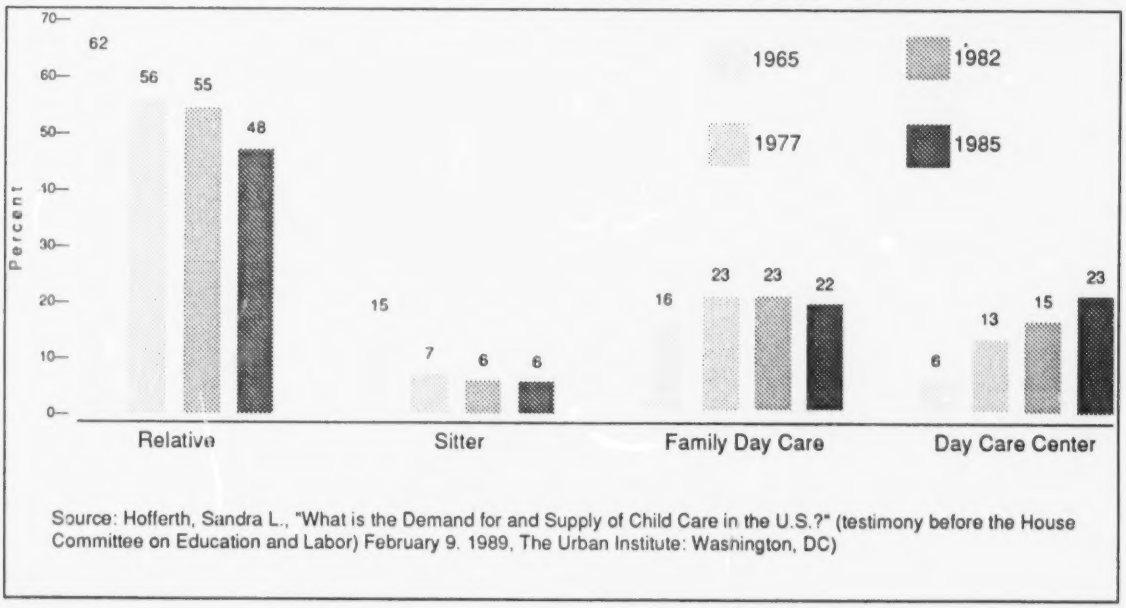
- Most of the 1.5 million providers who care for children ten to twelve hours each day earn less than minimum wage.

Sandra Hofferth, et al.,
"The National Child Care Study,"
The Urban Institute, 1990.

Good homes have always been good places to raise children, and schools have been places for children to learn. Whether you're in a low-income neighborhood or a well-to-do-suburb, I believe family child care offers the best of both worlds! Family child care providers and children in their care live together several days a week, and each day is full of real experiences: Together, the children and the provider can prepare foods; make up the week's shopping list; measure ingredients, stir, taste and enjoy. There are blocks and books, counting games and other activities. And there are those everyday occurrences like washing up, sleeping, crying, hugging...these and so much more are the real curriculum in the home of the provider.

Gretchen Brooke, family child care provider

Care of Preschool Children, 1965-1985



Source: Hofferth, Sandra L., "What is the Demand for and Supply of Child Care in the U.S.?" (testimony before the House Committee on Education and Labor) February 9. 1989, The Urban Institute: Washington, DC)

WHO IS A FAMILY CHILD CARE PROVIDER?

IF YOU THINK A FAMILY CHILD CARE PROVIDER IS:

- A woman who interrupts her career to be home with her children
- An experienced mom whose children are grown
- A full-time mom who wants to stay home with her own children
- A child care worker who wants to be her own boss
- A person who believes in offering her cultural heritage to children
- A foster parent who now wants to do child care
- A student in campus housing who has lots of friends with small children
- A man who believes children need male caregivers
- A woman or man who helps friends with their children, then learns about becoming a professional child care provider

YOU ARE RIGHT!
A FAMILY CHILD CARE PROVIDER CAN BE ANY OF THESE.

[adapted from Joe Perreault, "Why People Become Family Day Care Providers," Save the Children/Child Care Support Center, Atlanta, GA, 1985.]

A PROVIDER'S SONG

The wet shirts are hanging in baby Emmy's swing. Beth, Greg and Brit are doing water play in the bathroom sink. The sounds of glee are worth the mess, and Emmy's playing quietly on the floor, enjoying the colorful laundry. At first glance, the kitchen floor appears dirty. There is debris on the floor but look closely. You'll see the bright green playdough chips have mixed with the crushed autumn leaves and Cheerios...the mixture is really quite beautiful. Sweeping it up in the dustpan, I suddenly realize that not everyone has this joy and beauty in their day. I am one of the lucky ones. I am a family child care provider.

family child care provider
(c) Windflower Enterprises, Inc.,
"The Provider Connection," 1990.

My first little girl came into my home when she was two months old. Her parents lived upstairs. When they first came in they looked around and said, "You have so many pictures! So many books!...I had one couple come who needed care for three children. They decided on my home when they saw how my children were playing.

family child care provider

WHY SHOULD CONGREGATIONS BE INTERESTED IN FAMILY CHILD CARE?

I was keeping two girls for one couple when the mother was killed. That dad really needed help! I taught him how to braid hair. And I took the girls to the doctor.

family child care provider

A MINISTRY TO FAMILIES

Outreach to family child care providers is a simple way of doing what congregations have always wanted to do: help families.

Family child care homes:

- offer a natural extension of a family's trustworthy care for its own children;
- offer children a sense of continuity and shared values;
- enable children to grow;
- support families, including parents and siblings.
- Offer an extended family to those who have no relatives nearby.

In many residential communities today, the family child care provider may be the only one home during the day and thus she becomes the anchor for the neighborhood.

Sandra Gellert, The Children's Foundation

TWO VITAL COMMUNITY INSTITUTIONS

Churches and synagogues are community institutions. Congregations are made up of persons from all walks of life, from every class, race, and culture. Every town and city is host to dozens, often hundreds of places of worship. Each, in its own special way, strengthens the social fabric of its community.

Like churches and synagogues, family child care homes are also community institutions. These homes dot single-home neighborhoods, rural roads, housing developments, apartment buildings. And like churches and synagogues, they also offer support to the families of their community.

These two vital community institutions can be a source of strength to one another. They can enrich one another and the communities they both seek to serve.

Family child care has emerged as a particularly strong flower in the community of nursery schools and kindergartens. From its roots in the 17th century, family child care continues to improve and expand, becoming a major participant in the field of early education and child care and offering women a radical role in both personal and professional development.

Edna Runnels Ranck, "The Many Roles of Women in Early Childhood Education..." unpublished manuscript (1991)

ADVANTAGES OF FAMILY CHILD CARE

1. PARENTS LIKE FAMILY CHILD CARE

With an unprecedented number of mothers of infants working, family child care is the overwhelming preference of parents with infants seeking out of home care.

The Children's Foundation (1990)

Parents can choose a placement close to home, often with an environment similar to their own. It is convenient because the hours are flexible and siblings can be in the same place. Evening and weekend care may be possible in family child care. Children feel secure because they have the same caregiver. Providers may even care for children who are mildly ill. Groups are small, enabling children to be given individualized attention. Family child care homes can often accept very young infants, children with special needs, or school-aged children. Finally, the cost of starting up and maintaining a family child care home is often less than a center-based program.

2. IT HAS FEW BUILDING REQUIREMENTS

No new buildings or space in existing buildings is required. For churches and synagogues that already make full use of their building space, or for houses of worship that do not have room, a family care care outreach and support program is ideal. The program's scope can be designed to fit the congregation's resources.

3. IT OFFERS A WAY FOR CONGREGATIONS TO EXPAND AN ALREADY EXISTING PROGRAM

Many church/synagogue-based weekday programs serve preschool children but are unable to serve families with infants, toddlers, or school-aged children because they do not have adequate facilities or cannot afford the higher costs such care requires. Others offer part-day care, but do not have extended hours to meet the needs of working parents. By connecting with family child care homes, a congregation is able to expand the child care and early childhood education options it offers to parents.

4. IT CONTRIBUTES TO IMPROVED QUALITY CARE FOR CHILDREN

No matter what type of program a congregation chooses, if it is developed cooperatively with family child care providers it is sure to provide them with needed support and resources.

Congregations can be a critical source of support to family child care providers as they seek new ways to offer high quality care to children.

5. BENEFITS ARE MUTUAL

Congregations that reach out to family child care providers serve children by supporting providers. They serve families by helping them learn about family child care homes. They serve providers by offering multiple resources. They serve all these people by supporting the quality of care.

I have a little girl who is six. Her mother was going to have a new baby. The night she went to the hospital, she and her husband left Kate overnight with me. The next day, I expected Kate to tell the other children, "I'm a big sister!" Instead, what she said was, "Doris wears a pink nightgown!"

family child care provider

Providers, in turn, help congregations learn about the challenges facing families with young children; they underscore the skills required in providing safe, secure, yet stimulating environments for young children. In partnership with providers, congregations become sensitive to diverse economic realities and cultural mores that permeate our communities. They are led to community where they learn to ask "why" as well as "how."

Our network is a 'win-win-win' program. Family child care providers supported by this program win by operating their own businesses; families who use the service of the family child care provider win by being able to go to work or school; and children — the real winners — thrive in safe, enriching child care settings.

Deborah Heard
ecumenical family child care network director

WHEN YOU WANT TO KNOW MORE

FAMILY CHILD CARE ORGANIZATIONS

Child Care Food Program Sponsor's Forum, 800 Federal Rd., Brockfield, CT 06804; (203) 775-1812

The Children's Foundation, 725 15th Street, N.W., Suite 505, Washington, D.C. 20005-2109; (202) 347-3300

National Association for Family Day Care, 725 15th Street, NW, Suite 505, Washington, D.C. 20005-2109; (202)347-3356

National Council of Jewish Women - Center for the Child, 53 West 23rd Street, New York, NY 10010; (212) 645-4048

Save the Children/Child Care Support Center, 1340 Spring Street, #200, Atlanta, GA 30309; (404) 885-1578

Photo: Janet Brown McCracken, *Subjects & Predicates*

WHAT IS THE NEED FOR CHILD CARE IN THE UNITED STATES TODAY?

MOST FAMILIES NEED AND USE CHILD CARE

In the last decade, child care has been recognized as an essential thread in the social fabric of our society. Since nearly half of the labor force will be female by the year 2000, most U.S. families will continue to use some form of child care to help them raise their children.

QUALITY CHILD CARE IS IMPORTANT FOR YOUNG CHILDREN

Darryl was a difficult child. He couldn't concentrate on anything! Kept playing with one toy, then another, then another. One day when we had a sweet snack, I realized Darryl's behavior was a sugar overreaction. That evening his parents and I started him on a sugar-free diet. It's difficult because we don't want him to feel different from the other kids. But after we explained so he could understand, he felt OK. What a difference it has made for us all!

family child care provider

In a 1989 Harris poll, 97% of American parents cited "quality" as a top priority in child care. Parents already know what research has proven: that children require consistent, loving care from skilled, trustworthy adults in order to thrive, to form relationships, and to build strong self-esteem.

YET MANY FAMILIES CANNOT AFFORD THE COST OF QUALITY CHILD CARE

In 1990, the Federal government appropriated significant monies to be used by states to improve and expand all forms of child care and early childhood programs. Most citizens now recognize the correlation between good child care and healthy child development. Yet even as more children enter child care centers and family child care homes, and more adults recognize the value of good quality care, the child care delivery system is failing.

- One child's care costs between $3000-$8000/year.
- Over 25 million women and children live in poverty.
- Child care costs are the fourth largest expense for most families, and the first or second largest expense for some families. Poor families spend 25% of their family income on child care.
- Child caregivers are forced to leave the field for higher-paying jobs.
- Most child caregivers want to work with children. Yet they must work for low pay and few, if any, benefits. They have few opportunities for formalized early childhood training and education needed to adequately deal with groups of young children.
- 40% of center child care staff and 60% of family child care providers leave the field each year, most often because they need a better-paying job.

Hofferth, et al,
"The National Child Care Study,"
The Urban Institute, 1990.

We've made a mistake in this country. Working parents have learned to be much less resentful of their monthly payments for 'things' than they are of paying their child care bill. Unfortunately, quality child care is often viewed as an intangible, with nothing in hand to show for the expense — and after all, women have always done it for free so how much could it be worth? Child care needs to have the appropriate price tag that supporting a new generation should have. We demean what we do when we fail to acknowledge that child care is just as valuable to our economy as any other industry, and we fail the children we mean to serve.

"The Provider Connection," Windflower Enterprises, Inc. 1990

WHEN YOU WANT TO KNOW MORE

CHILD CARE AND ADVOCACY

Child Care Action Campaign, 330 Seventh Avenue, 18th Floor, New York, NY 10001; (212) 239-0138

Child Care Law Center, 22 Second Street, 6th Floor, San Francisco, CA 94105; (415) 495-5498

Children's Defense Fund, 122 "C" Street, N.W., Washington, D.C. 20001; (202) 628-8787

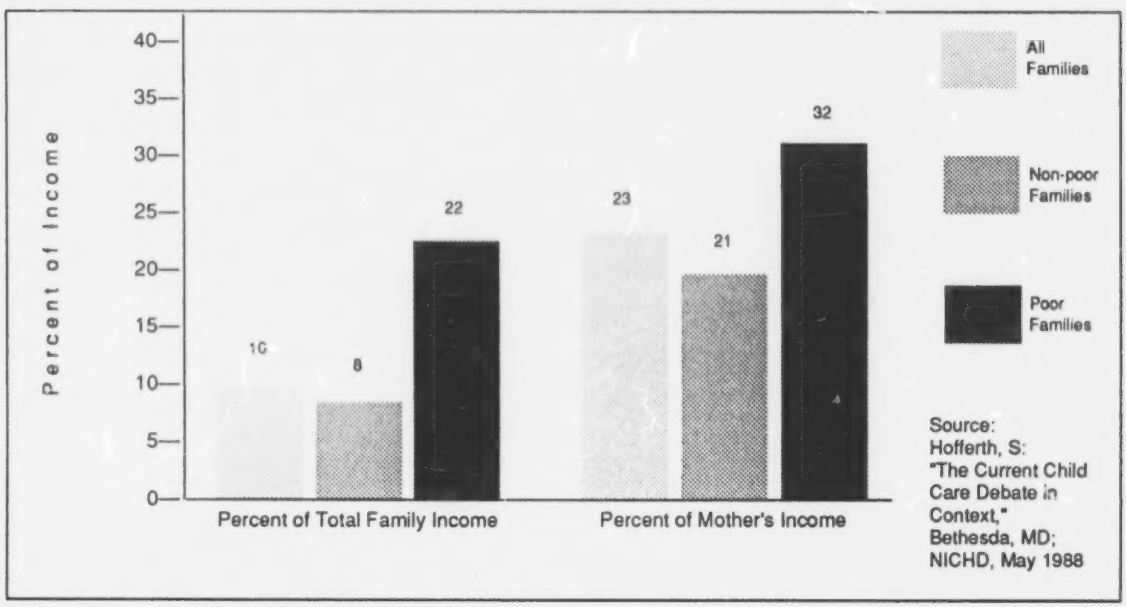
Ecumenical Child Care Network, 475 Riverside Dr. Room. 572, New York, NY 10115-0050; (212) 870-3342

National Association for the Education of Young Children, 1834 Connecticut Avenue,NW, Washington, D.C. 20009; (202) 232-8777

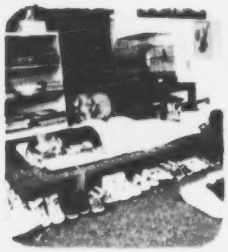
National Black Child Development Institute, 1023 15th Street, NW, Suite 600, Washington, D.C. 20005; (202) 387-1281

National Association of Child Care Resource and Referral Agencies, 2116 Campus Drive SE, Rochester MN 55904; (507) 287-2020

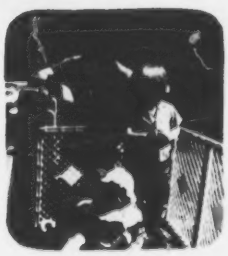
Average Weekly Expenditures on Child Care as a Percent of Income



FAMILY CHILD CARE IS ONE WAY



CONGREGATIONS CAN SERVE FAMILIES



IN OUR COMMUNITIES.

Photos: from *Picturing Family Day Care,* A Marketing Kit for Family Day Care Providers, produced by The National Council of Jewish Women

THE ROLE OF THE CHURCH AND SYNAGOGUE IN CHILD CARE

Child care is of urgent concern to all families with young children and to the country. Child care must also be an urgent pastoral and prophetic concern for the church.

— National Council of Churches
Policy Statement on Child Care, 1984

A RICH HISTORY OF SERVING CHILDREN

A generation ago, the faith community joined thousands of individuals and organizations, parents and professionals to insist that our children — our "national treasure" — have adequate child care services.

In 1982, the National Council of Churches (NCC) reaffirmed its commitment to the Biblical mandate to welcome the children. It undertook a national survey of 87,562 congregations to determine what sort of child care programs were operating in our church buildings. The results were dramatic: the survey identified church-related programs serving nearly a million children each day.

Since the churches surveyed by the NCC represent only part of the nation's religious institutions, one conclusion was inescapable: churches and synagogues are the largest group of child care providers in the United States. [Lindner, et al., *When Churches Mind the Children*, Highscope Press, Ypsilante, MI, 1983]

Churches and synagogues have long provided direct services to children through programs of education, recreation, health care, and religious training. Indeed, churches and synagogues are quick to respond to community needs and wishes. Thus, as child care became a more pressing need, congregations developed a rich variety of early childhood programs. They frequently offered both their building and supportive services at little or no cost to parents. They assisted with large-cost items like insurance, capital improvements, and equipment purchases.

Until recently, the faith community did not recognize the magnitude of its contribution to the care and nurture of young children. and to the parents who benefited from its weekday child care programs.

Today, churches and synagogues are more attentive to their children's weekday ministries. Many denominations have established child advocacy committees to assess the needs of children and challenge both local and national churches and synagogues to respond. Religious leaders frequently speak out for children in the public policy arena, joining their secular colleagues to advocate for just and equitable legislation and programs at federal, state and local levels. Local congregations are more intentional in developing weekday programs for children. Congregational leaders cooperate more closely with child care staff to establish program goals and practices that are compatible with the mission of the church or synagogue.

Yet challenges remain: Programs housed in churches and synagogues are frequently not affordable to low-income parents. Many offer only part-day programs though most working parents need full-day care. In addition, many programs are monocultural; that is, their environments lack everyday opportunities for children to explore the diverse cultures of people in other neighborhoods or countries. Many still offer low wages and benefits to their child care staff. Finally, they may not be able to serve children with handicapping conditions or special needs.

But just as congregations opened themselves to change 20 years ago when parents needed more out-of-home care, so now congregations can find new ways to serve children.

WHY DO CONGREGATIONS CHOOSE A CHILD CARE MINISTRY?

Several years ago when we were just starting our after-school program, a single mom came to register her son. She was very quiet, didn't say much about herself. But of course we greeted her each day, and talked to her about how Chris was doing. A few months later, she called to ask if she could go to church. Well, to make a long story short, she ended up joining the church, then she married another church member, and now she's getting ready to become a minister herself!

Ruth Campbell,
family child care network director

Churches and synagogues have always been partners in child care. Pastors, church secretaries, and parishioners frequently share information about who is caring for other members' children. That is what makes a child care partnership so natural!

But if the project is going to be built intentionally, the congregation needs to be clear about why it is choosing a child care ministry.

Some congregations may wish to operate a program with an explicit religious education component. Or a child care program may be viewed as part of a larger program of pastoral care of families within the congregation. One congregation may support a child care outreach program within a context of evangelism, while another views itself as the steward of resources to be shared.

Many congregations feel a general responsibility to meet the needs of families in the community. It is this view of ministry as community service that is likely to lead a congregation to a partnership with family child care providers. Congregations may also view themselves as having a significant role to play as a social justice institution in promoting accessible, affordable, and high quality child care.

These ideas of child care ministry sometimes overlap and complement one another. Indeed, it is not uncommon for different members of the congregation to support a child care program for different reasons. However, if the church or synagogue leaders are clear about the purpose of their child care ministry, it can be built with enthusiastic congregational support.

THE ECUMENICAL CHILD CARE NETWORK

In 1984, the National Council of Churches responded to requests from many church-related child care programs for resources and support by initiating an Ecumenical Child Care Network (ECCN). In the ensuing years, the ECCN has grown into a national, interfaith organization whose members include early childhood and religious educators, pastors and rabbis, child advocates and community leaders. The ECCN serves its members with resources, training, conferences, and technical assistance. It challenges the religious community to commit its resources and leadership to ensure that families have access to good quality, affordable care for their children. As more families have sought out-of-home child care, the ECCN has worked with congregations to expand their options for child care ministry. *Partners in Family Child Care* is an important outcome of the ECCN's child care advocacy.

WHEN YOU WANT TO KNOW MORE

Ecumenical Child Care Network, National Council of Churches Child and Family Justice Office, 475 Riverside Drive, Room. 572, New York, NY 10115-0050; (212)870-3342

Photo: Ron Garrison © Zoological Society of San Diego 1991

ASSESSING YOUR COMMUNITY'S FAMILY CHILD CARE NEEDS

[adapted from National Council of Jewish Women, *The Partnership Guide: Strategies for Supporting Family Day Care in Your Community*, 1991]

Listen to us to understand the joys, drawbacks, and challenges of our profession. Listen to us when developing programs and services.

Sandy Schalmo, family child care provider, from a speech delivered at the 13th Annual Family Day Care Technical Assistance Conference, Atlanta, GA, April 1990

SET THE STAGE

Before a church or synagogue begins to plan outreach to family child care providers, it must know if there is a need for such a program. The following outline will guide a congregation in assessing its community's need for family child care services.

VISIT FAMILY CHILD CARE HOMES

As soon as possible, make appointments to actually visit some family child care homes to get a frame of reference for your questions. No one is better suited to help you understand the needs of family child care than providers themselves!

The cycle of 'doing for' providers must be broken...Only when child care agencies (and partners) begin to 'work with' providers can they expect to increase provider involvement, thus creating appropriate resources and support for the profession.

"The Provider Connection," Windflower Enterprises Inc. 1990

INTERVIEW PEOPLE IN THE FIELD

The key to a successful program is including providers and their supporters at the very beginning of the planning process. Begin with people you know, and ask them to name family child care providers and other key people and groups who know about family child care. They might include:

family child care providers

family child care provider associations

child care resource and referral agencies

parents with children in family child care homes

schools, colleges, universities with early childhood education programs

other child care and early childhood organizations

local and state regulatory agencies covering family child care

Some of the persons you locate in your interviews will become part of an ongoing advisory group.

ASK RELEVANT QUESTIONS ABOUT HOW YOU CAN HELP

Not every person you interview will have answers to all the questions. Be flexible and sensitive to the person, so that you ask questions that relate to his/her area of expertise. Feel free to ask other questions if an issue arises. Try to talk with different people so you can learn from a range of viewpoints.

ASSESSING YOUR COMMUNITY'S FAMILY CHILD CARE NEEDS

OPENING QUESTIONS

➤ What do you think are the most critical issues in family child care today? What are the obstacles to addressing these issues? What efforts have been [are being] made to address them?

➤ Who are the key players in family child care? (Ask for names of individual providers, parents, public officials, coalitions)? Are there any model demonstration programs in the community? Is any legislation or ordinance under consideration?

QUESTIONS ABOUT FAMILY CHILD CARE SERVICES

➤ In this community, what services are available to family child care providers? Who is providing them?

Is there a family child care association in the area? What services does it offer?

Is there a family child care sponsoring organization in the area? Who sponsors it? (For example, a corporation, church, military base, hospital.) What services does it offer?

Is there a community child care resource and referral service in the area? What services does it offer?

Are any voluntary or non-profit organizations working on family child care issues in the area?

QUESTIONS ABOUT REGULATION AND PUBLIC FUNDING

➤ How does the state/local government regulate family child care? (To regulate means to license, register, or certify family child care homes.) How does the system work? Do you think it works well? How might it be improved?

Are there enough state/local regulators? Are they well trained for family child care?

How long does it take the average provider to be regulated?

How much does it cost the provider?

➤ Is zoning a problem for family child care in the community? If yes, are any organizations working on the problem?

➤ Does the state contract with family child care providers to care for certain groups of children?

How does the system work for the following Federal programs:

Family Support Act child care programs — Child Care and Development Block Grant

Social Services Block Grant — Head Start — Child and Adult Care Food Program

➤ How much are providers reimbursed for their services? How much are child care centers reimbursed for similar services? Do fees differ for different aged children? Children with special needs?

QUESTIONS ABOUT GENERAL CHILD CARE SERVICES IN THE COMMUNITY

➤ How many regulated family child care homes are there in the community? What is your estimate of the number of informal or unregulated providers?

➤ How many child care, early childhood education programs exist in the community?

Full-day child care centers? Part day programs? Child care programs in public or private schools?

Do these include before/after school care? Vacation/summer care? Head Start programs?

USDA Child and Adult Care Food Program sponsors? Employer-sponsored centers or networks?

Programs for mildly ill children? Children with special needs?

➤ Is there a particular shortage of child care. . .

for infants and toddlers? for preschoolers? for school-aged children? for children with special needs?

for families needing evening, overnight, or weekend care?

➤ Do you think residents in our community are concerned about family child care? How could we raise their interest and awareness?

Advisory Committees make the projects more successful because members have extensive knowledge of community needs, have contacts with providers and parents in their day-to-day work, are spokespeople and advocates with local or state government, bring resources from their organization to the project, and become invested in the project's success."

N. Cohen & K. Modigliani
"The Family-to-Family Project: An Interim Report of Impact and Recommendations," Families and Work Institute, 1991

Photo: Nancy P. Alexander

WHEN YOU WANT TO KNOW MORE

FAMILY CHILD CARE RESOURCE PUBLICATIONS

"Family Day Care Bulletin" - a quarterly newsletter of the Children's Foundation, 725 15th Street, N.W., Suite 505, Washington, D.C. 20005-2109 ($10/year)

"Family Day Caring" - a bimonthly magazine of RedLeaf Press, Resources for Child Caring, 450 North Syndicate, Suite 5, St. Paul, MN 55104-4125 ($14.95/year)

"The New National Perspective" - a quarterly newsletter of the National Association for Family Day Care, 725 15th Street, N.W., Suite 505, Washington, D.C. 20005-2109 (NAFDC membership required)

"The Partnership Guide: Strategies for Supporting Family Day Care in Your Community," National Council of Jewish Women Center for the Child, 53 West 23rd Street New York, NY 10010, (1991) (free)

WORKSHEET FOR LOCAL FAMILY CHILD CARE CONTACTS

1. Family Child Care Providers

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

2. Family Child Care Association:

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

3. Child Care Resource and Referral Services

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

4. School/college/university with early childhood education programs

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

5. Other early childhood professional organizations:

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

6. State licensing office

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

7. Local regulatory office

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

8. Other resources

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

Name _____
Address _____
City/State/Zip _____
Phone _____
Contact _____
Comments _____

ASSESSING YOUR CONGREGATION'S RESOURCES AND CAPABILITIES

(Adapted from National Council of Churches, *Helping Churches Mind the Children* [rev.1987])

Once you have determined that a need for outreach for family child care providers exists in your community, you need to assess your own congregation's capabilities and resources. For a church or synagogue to develop a successful program it needs to be clear about what it is able to to. The following questions may help a congregation assess its resources and capabilities.

1. What is the congregation's mission with children?

2. How do congregational members feel about child care? Do they support mothers who need or want to work outside the home?

3. Are there any family child care providers who attend the church/synagogue? Any families that use family child care?

4. How would a family child care program fit into the total program of the church or synagogue? Are people in the congregation ready to support a long-term program? Or would they prefer short-range projects? Would members prefer to operate a program by themselves or join a partnership with other groups?

5. What are the physical and human resources of the church/synagogue? What space and facilities could be used by a family child care program? Are there congregational members who are potential staff or volunteers?

6. How accessible is the church/synagogue to public transportation such as bus or subway stops? Is there parking available?

7. Are there known family child care providers in the neighborhood? Are there many children with families in the area?

8. What funds are available for a family child care program? How much money can the church/synagogue itself put into the program? Are these one-time resources or are they on-going? What potential does the congregation have for special individual gifts? What potential is there through regional or national religious agencies?

9. Will fees be charged for any services? If so, will they be on a sliding scale? How will fees be determined?

10. Will public funds be sought? For what purpose? How does the congregation feel about receiving public monies?

11. Are there local religious, voluntary or business groups that might join in partnership with the program? Contribute equipment, supplies, in-kind services, scholarships?

12. What are the hidden costs of a family child care program? How much do provider's subsidize their services by earning incomes much lower than they deserve? Is the congregation willing to increase its administrative or maintenance budget to cover additional office/program costs?

13. Does the church/synagogue's liability insurance cover a family child care program? What would the policy limits be? Would there be additional costs?

14. What laws might affect the use of the church or synagogue for a family child care program?

15. If public funds are sought, to which laws and regulations will the church/synagogue be subject? How will receipt of public funds influence the type of program developed?

CHALLENGES OF A FAMILY CHILD CARE PARTNERSHIP

Not one parent out of fifteen knew about family child care! And very few providers knew they were doing an occupation that so many people were doing.

church member after completing initial survey

Family child care outreach can be frustrating! But it can also be rewarding. Providers enter and leave the field all the time. Many would-be providers cannot afford to work for low wages with no benefits. Those who establish themselves in business struggle between limiting the number of children in care and earning enough money to make a living. Sometimes neighbors, landlords, insurance companies, zoning commissions construct regulatory and legal impediments to confound even the most eager proponents of family child care.

A congregation that is clear about why it wants to reach out to family child care providers will not be discouraged by such obstacles. Also, family child care providers who have been involved from the beginning of the outreach initiative are more likely to be loyal partners throughout.

WHEN YOU WANT TO KNOW MORE

RESOURCES FOR STARTING A FAMILY CHILD CARE PARTNERSHIP PROJECT

"Addressing the Supply Problem: The Family Day Care Approach," by Dana E. Friedman, Families and Work Institute, 330 Seventh Avenue, New York, NY 10001 (1989)

"Final Report of the National Day Care Home Study: Family Day Care in the U.S." U.S. Department of Health & Human Services, Administration for Children, Youth and Families, Washington, D.C. (September 1981)

"Helping Churches Mind the Children," National Council of Churches Ecumenical Child Care Network, 475 Riverside Drive, Room. 572, New York, NY 10115-0050 (rev. 1987)

"Marketing Kit for Family Day Care Providers," a publication of the National Council of Jewish Women National Family Day Care Project, 53 West 23rd Street, New York, NY 10010 (1990)

"The National Child Care Study," by Sandra Hofferth, et al., The Urban Institute, Washington, D.C. (1990)

"Opening Your Door To Children - How to Start a Family Day Care Program," by K. Modigliani, H. Reiff, and S. Jones, National Association for the Education of Young Children, 1834 Connecticut Avenue, NW, Washington, D.C. 20009 (1989)

"Why People Become Family Day Care Providers," by J. Perreault, Save the Children/Child Care Support Center, 1340 Spring Street, #200, Atlanta, GA 30309 (1985)

AN ALPHABET OF OPPORTUNITIES FOR FAMILY CHILD CARE PARTNERSHIPS

It is the quality of life for children, parents, staff and [providers] that distinguishes one program from another.

Ellen Galinsky and William H. Hooks
The New Extended Family: Day Care That Works (1977)

There are many ways to support family child care providers. A wide variety of program possibilities enables any church or synagogue to create a meaningful partnership. Each of the partnership ideas listed on the following pages has worth and value. As you choose the one best suited to your church or synagogue, remember "the quality of life for children" is at the heart of all that you do.

Family child care partnership projects can be simple or complex. A congregation may want to consider joining with other churches, synagogues or volunteer organizations to implement projects that require major time or resources.

Photo: Ron Garrison © Zoological Society of San Diego 1991

I.
PARTNERSHIPS WITH INDIVIDUAL PROVIDERS

I've been the church secretary here for twelve years and you're asking me to begin contacting those ladies who take care of children? Why honey, I've kept a drawer full of their names for years! How else could I do my job?

church secretary being surveyed
for partnership project

A. ACCESS TO CHURCH/ SYNAGOGUE OFFICE EQUIPMENT

Providers are entrepreneurs. They require forms, schedules, records, and correspondence just like any other small business. Access to a copier, a typewriter, a duplicator, enables providers or associations to run their programs efficiently and effectively.

Required resources: church secretary/ volunteer to help in preparing forms; equipment available on a schedule accessible for providers.

B. ACCESS TO CHURCH/ SYNAGOGUE PLAYGROUND

Children want and need to play outside. Even safe, secure yards may not offer as many opportunities for play and exploration as a park or playground. A church or synagogue with a well-equipped playground is a welcome treat for children and their caregiver.

Required resources: insured, safe playground; staff or volunteer to schedule visits.

Optional resources: volunteers to play with children.

Dunn's Corners Church has made it possible for me to bring my children to the church to participate in their morning program.

Tracey Lewis
family child care provider

C. EMERGENCY FUND

Like any families, parents whose children are cared for by family child care providers face crises. They may need help to buy food, diapers, prescriptions, or to pay their child care fee. A special fund can ease the burden of an emergency for parent and provider alike.

Required resources: Fundraiser; emergency fund; fund manager.

D. FAMILY CHILD CARE RECOGNITION DAY

Celebrate family child care providers on Children's Sabbath! A special prayer, a coffee reception, or a gift of appreciation are wonderful ways to let these unsung heros know they are valued and appreciated by their community.

Required resources: volunteer planner.

My caregiver is very accommodating to me. She constantly strives to create a positive, warm, friendly, highly motivating atmosphere. At first I was very anxious and nervous about leaving my precious child with a complete stranger. Now this stranger has turned out to be one of the family.

parent in Church of the Living Hope Family
Child Care Network, New York City

E. HOSPITALITY/RESPITE DAY (ALSO CALLED "PROVIDERS MORNING OUT")

Family child care is inherently isolating for providers, who spend long hours without adult company. Coffee hours that include child care offer providers respite from constant care for children plus a chance to visit with one other.

Required resources: Two caregivers (for more than five young children). A room for children to play with toys that are safe and suitable, plus a nearby meeting room for the providers.

Optional resources: A facilitator can help providers discuss their common concerns and share ideas.

Variation: Support Group for providers, parents and grandparents to facilitate intergenerational sharing of wisdom, experience, and concerns.

Our church launched "gym day." Once a month providers meet to share helpful hints and discuss concerns. Meanwhile their children enjoy a program planned just for them [by church volunteers] with free play, structured games, arts and crafts, puppets, stories and of course snack.

Carol June Schroeder, Child Care Mission Team leader, First United Methodist Church, Morris, IL

F. TRANSPORTATION

Providers often want to take field trips with their children to parks, museums, special children's events, and workshops. A volunteer car or van expands the activities available to providers.

Required resources: insured car/van with bonded, properly licensed driver.

G. SUBSTITUTES

A family child care provider's worst fear is not being available for her children. Sickness and sudden emergencies occur in every family. Providers need vacations and days off just like the rest of us. Also, many providers would like to attend professional early childhood or business management workshops and conferences.

But they do not have any way to leave their children in care. In addition, the cost of substitutes doubles the expense of a "day off."

The highest immediate need... is for substitute care and assistants, especially for veteran providers who begin to find child care very physically taxing.

"Providers Close Up: Alexi Lyman Madison, WI," in *Family Day Caring* Redleaf Press, St. Paul, MN July/August 1991

By developing a carefully crafted substitute program, a congregation enables providers to continue their family child care business, yet attend to personal and professional needs.

Required resources: volunteer coordinator to recruit, screen and maintain up-to-date list of qualified substitutes; budget for substitute expenses (wages, transportation, training, etc.).

Optional resources: Early childhood professional to train volunteers; transportation services and/or insurance coverage for volunteers.

Variation: Mentor Substitutes: Pay for substitutes so that experienced providers can visit new providers to give them guidance and encouragement.

H. TOY/BOOK/EQUIPMENT LENDING LIBRARY

Durable games, toys and books are expensive. So are cribs, highchairs, swing-sets, and other equipment that children need. Also, a provider must have a safe house, with proper fire extinguishers, smoke detectors, gates and locked cupboards for hazardous household items like cleansers and medicines. Toy, book, or equipment lending libraries help providers affordably outfit their family child care homes, and maintain age-appropriate activities for children in their care. Books and videos for parents and providers may be offered as well.

Required resources: Accessible, convenient, secure location; volunteers who are able to work weekends and evenings; collection of appropriate toys, books, etc. Requires a good deal of maintenance and organization!

Optional resources: Library-on-wheels; toys-on-wheels.

I. REVOLVING LOAN FUND/SMALL GRANT PROGRAM

A person who wants to become a family child care provider can be discouraged by start-up costs. She must ready her home for children before she has paying clients! The majority of prospective providers find even small costs difficult to bear. But if they need major items such as window bars, vented heaters, or yard fences, they may give up in despair, or — worse — begin child care without taking adequate safety and health precautions.

An equipment grant or low-interest loan can make the difference to a prospective provider, and to the quality of her child care home.

Required resources: capital fund; financial/program manager.

J. ENRICHMENT KITS:

Sometimes people become family child care providers without realizing that is what they have done. They begin by caring for a friend's child, and three years later they're still at it! Such providers may welcome an "enrichment kit" to help them become more professional. Such a kit might include health and safety items, a professional magazine, business forms, community resource lists, even a gift membership in a professional child care organization.

Required resources: Volunteers; small budget.

K. INDIVIDUAL CONSULTATION AND SKILLS BANK

My children were getting older. We found we needed a new swing set. So I decided to organize a "We Care" picnic for my parents and my church members. They all got to meet each other and got to work on a common project. The children were so proud when we got the swing set up! Now we have an annual "We Care" reunion. I invite all my 'graduates' - even the nine year olds come back to see old buddies.

---

family child care provider

Many retired or still working congregational members may have expertise they will share with providers on such topics as tax/ record-keeping, stress management, computer skills, child development, health and nutrition. Others will build, fix, paint, mend, type, and otherwise assist providers to improve their homes and programs. Photographers and graphic designers can lend a hand with brochures or flyers. Tutors can assist a provider's school-aged children. A volunteer skills/assistance bank can be drawn upon by a provider as needed.

Required resources: Volunteer skills bank coordinator skilled in supervision and matching.

Variation: Partners with Seniors program offers opportunities for intergenerational activities with family child care homes.

Photo: Ron Garrison © Zoological Society of San Diego 1991

WHEN YOU WANT TO KNOW MORE

SELECTED RESOURCES FOR FAMILY CHILD CARE PROVIDERS

"Starting Your Own Family Day Care Business" National Association for Family Day Care, 725 15th St. NW, Suite 505, Washington, DC 20005-2109, (rev. 1989)

"Quality Care Issues for Family Child Care: A Series of Easy to Read Pamphlets for Providers," University of Minnesota Early Childhood Studies Program, 77 Pleasant St, S.E, Minneapolis MN 55455 (11 booklets)

"Family Day Care Training and Publicity: Audivisual Resources" Save the Children/Child Care Support Center,1340 Spring St. NW, #200, Atlanta, GA 30309, (1983)

"Family Day Care Education Series" (13 packets) Frank Porter Graham Child Development Center, University of North Carolina, Chapel Hill, NC, (1985)

"Raising America's Children," by T. Harmes & D. Cryer, a 10-part video series, Delmar Publishing Co., (1991)

"The Study of Children in Family Child Care" and "The Family Child Care Training Study" Families and Work Institute, 330 Seventh Avenue, New York, NY 10001, (in process)

"Better Baby Care: A Book for Family Day Care Providers" (1986) and "Helping Children Love Themselves and Others" The Children's Foundation, 725 15th St. NW, Suite 505, Washington, DC 20005-2109, (1991)

"A Provider's Training Handbook on Family Day Care Resources" Neighborhood Child Care Initiatives Project, Child Care, Inc., 275 Seventh Ave., New York, NY 10001, (rev. 1989)

BEST COPY AVAILABLE

II. PARTNERSHIPS WITH FAMILY CHILD CARE PROVIDER GROUPS

We pioneered ways to network existing resources of the church and its well-known child care programs. An association of school-age family child care homes was formed. This group, called Gather the Children, exists today due to the foresight and responsiveness of the community of faith.

Diana Mottershaw, founder,
Gather the Children, San Diego,CA

L. FAMILY CHILD CARE ASSOCIATIONS

Providers are their own best source of support, information, and professional development. Some family child care providers form associations so they can speak collectively on issues that affect them. Associations may also promote professional recognition through credentialing or accreditation programs whose standards of excellence are higher than those required by state regulations.

Churches and synagogues can become partners with family child care associations. They can offer scholarships to association members who want to be credentialed or accredited. They can offer space (and child care!) for association meetings and social gatherings. They can help publish and mail an organizational newsletter. By supporting a family child care association, a congregation strengthens the most important resource family child care providers have — themselves.

Required resources: Volunteer liaison person; fundraiser.

Optional resources: Meeting and office space; access to child care facilities, office equipment; scholarship fund.

WHEN YOU WANT TO KNOW MORE

FAMILY CHILD CARE ASSOCIATIONS

"Beginning a Family Day Care Association," The Children's Foundation, 725 15th Street, N.W., Suite 505, Washington, D.C. 20005-2109

"National Directory of Family Day Care Associations and Support Groups," The Children's Foundation and the National Association for Family Day Care (Updated annually)

M. FAMILY CHILD CARE NETWORKS

A church or synagogue may choose to develop a network of family child care providers, regardless of whether it has an on-site child care program. Such a network may include any or all of the activities already described. Its major function is to help providers do a better job of caregiving by linking them with others.

In a family child care network, the church or synagogue serves as the network hub. An office with telephone and resources is located at the hub. Staff (as needed) are based at the network office.

We wanted to open a food cooperative but we learned that child care programs already have a food coop at Bloomfield Child Care Resource Center. Now our church gives space and volunteers two Saturdays a month so that Bloomfield can open its coop for family child care providers.

church volunteer

A congregation that decides to support a family child care network is making a major commitment of resources. Although the child care program is not located on-site, it is a complex undertaking, requiring significant planning and funding.

Sometimes a consortia of churches and synagogues join together to create a family child care network. Or a congregation decides to work with other community-based agencies to build a network. The decision a congregation makes depends both on its own interest and resources and on how it assesses the community's needs.

A network may have any or all of the following services, depending on the community's need:

- technical assistance on starting a family child care home (including home readiness, recruitment, and self-assessment on program quality);
- workshops on such topics as small business skills, child development, health and safety, working with parents, learning activities, discipline, first aid;
- home visits to support the provider with one-to-one assistance and evaluation of the child care environment;
- bulk purchase of food and other consumable supplies such as paper, diapers, and paints;
- group insurance for liability and accident coverage that may not be affordable to individual providers;
- scholarships for workshops, accreditation degree programs, or memberships in professional associations;
- resource room (with toy/book lending library).

Required resources: Board/advisory committee; part- or full-time staff person(s); office with telephone; large meeting room; full program budget.

Optional resources: Newsletter editor; early childhood trainers.

WHEN YOU WANT TO KNOW MORE

FAMILY CHILD CARE NETWORKS

"Developing and Managing a Family Day Care Network: A How-to Guide," by Cynthia Rowe, Child Care Inc. 275 Seventh Avenue, New York NY 10001 (1989)

"Establishing a Family Day Care Agency," Save the Children/Child Care Support Center, 1340 Spring Street, Suite 200, Atlanta GA 30309 (1988)

"Connections: A Story of the Neighborhood Child Care Network," Save the Children/Child Care Support Center, 1340 Spring Street, Suite 200, Atlanta, GA 30309 (1990)

"The Hard Questions in Family Day Care: National Issues and Exemplary Programs," by Shuster, Finn-Stevenson and Ward, National Council of Jewish Women Center for the Child, 53 West 23rd Street, New York, NY 10010 (1990)

"Family Day Care — An Option for Rural Communities," Save the Children/Child Care Support Center, 1340 Spring Street, Suite 200, Atlanta, GA 30309 (1989)

Photo: Ron Garrison © Zoological Society of San Diego 1991

At a recent meeting, we had a speaker from the Franklin Institute, a nationally recognized museum of science and technology. Her topic was how to introduce science to young children in fun and engaging ways. Recognizing that science, like math, is frequently a source of anxiety for many adults, particularly women, our leader asked us each to share our feelings and experiences with science. Nearly everyone started by saying she didn't know much about science, and then proceeded to share a fairly amazing array of projects and experiences with planting seeds, nature walks, food projects, home-made "volcanoes," ice experiments. The list went on and on. Rose, a soft-spoken women, was the last to speak. Looking very embarrassed, Rose told us that really she wasn't even a family child care provider since she only watched two children and she didn't know much at all about science. Then after a long pause, she said that she guessed maybe she could share about the time she read the two children she cares for a book and the littlest one asked "Why is the curtain moving?" on a breezy day. Rose said she thought a good way to answer him was to go outside and let him feel the wind on his skin, and to make a home-made kite and watch it fly. And that's exactly what they did.We had fun that day," Rose said smiling. We smiled too, and the workshop leader from the famous institute told Rose that not only did she have the right idea, she could probably teach the course! It is my hope that on that evening, Rose, and the ten other women who came to our meeting, felt better about their skills and abilities and the work they do with children.

Amy Gendall, Northwest Interfaith Movement, Philadelphia PA

N. FAMILY CHILD CARE SATELLITE SYSTEMS

The original grant for the first four years of our center- sponsored family child care home system came from the Presbytery of the Western Reserve...The congregation initially helped fund the project. The church donates space that we use for training of providers.

Barbara Kurtz, Church of the Covenant Early Childhood Programs, Cleveland, OH

A church or synagogue that has an existing weekday program for children may decide to expand its program by including family child care providers in a satellite system. Such a system can be done in two ways:

1) Providers are hired as staff. Parents pay the program; the program pays the providers as they do center-based staff. Church/synagogue is responsible and liable for providers as off-site staff.

2) Providers serve as independent contractors. Providers are offered training, resources, technical assistance and referrals. Parents contract with provider and pay her directly. Provider keeps income and assumes liability for her independent business.

A family child care satellite system may serve infants and toddlers until they are old enough to come to the center, or three to five year old children who benefit from a small group setting. It may also serve families whose work hours extend past the center's hours. School-aged children may also be cared for in satellite homes.

Sometimes a family child care satellite system includes providers who are specialists: they may be trained to care for children with special needs, or they may care for mildly ill children who are not able to attend their regular program for the days they are ill. Providers who speak languages other than English may enable a program to serve a more diverse community.

Required resources: Family child care system manager; administrative budget for training, recruitment, home visits, materials and supplies; cooperative agreement with center-based program staff about shared resources, training, administration.

Optional resources: Family child care home visitor(s) (depending on size of satellite system).

WHEN YOU WANT TO KNOW MORE

FAMILY CHILD CARE SATELLITE SYSTEMS

"Center sponsored Family Day Care Home Expansion Project, Final Report," by Barbara Kurtz, Covenant Early Childhood Programs, 11205 Euclid Avenue, Cleveland, OH 44106 (1990)

"Family Child Care Systems and Satellite Family Child Care Homes," by Phyllis Lauritzen, in *Setting Up For Infant Care: Guidelines*, National Association for the Education of Young Children, 1834 Connecticut Avenue, NW, Washington, D.C. 20009 (1988)

O. U.S. D.A. CHILD AND ADULT CARE FOOD PROGRAM (CACFP) SPONSORS

This nutrition program, sponsored by the U.S. Department of Agriculture, is known to some families as the school lunch program. It offers family child care providers training and financial reimbursement for their program food costs while ensuring that children receive nutritious food while they are in care. Homes in CACFP-sponsored networks also are required to meet minimum health and safety standards.

A church or synagogue may become a sponsor for this USDA Food Program if its religious doctrine permits it to enter into contracts with the government. Before embarking on this project, it is important to check and see if other sponsors exist in the community and whether providers are satisfied with their services.

A church or synagogue must first set up a non-profit (501c3) corporation to sponsor the CACFP program. Monies to reimburse providers for food costs are sent to the sponsoring agency (church or synagogue) for monthly distribution. Sponsors also receive an administrative fee for making periodic visits to family child care homes to monitor their health, safety, and nutrition programs, and for maintaining records of providers' food costs. Sponsors of large provider networks (more than fifty homes) are able to maintain full-time paid staff through this program.

There are over 1000 CACFP sponsors for family child care homes across the country. Often it is these sponsoring agencies that have the first contact with informal providers. In states with little or no family child care regulation, the training and financial reimbursement offered to providers by this USDA Food Program are significant incentives to draw unregulated providers into the professional child care community.

Required resources: Network manager/bookkeeper; family child care home monitor (s) (depending on size of network); office with telephone.

WHEN YOU WANT TO KNOW MORE

CACFP-SPONSORED FAMILY CHILD CARE NETWORKS

"The Child Care Food Program and Family Day Care: A How-To Manual," Save the Children/Child Care Support Center, 1340 Spring Street, #200, Atlanta, GA 30309 (1986)

"Establishing a Family Day Care Agency," Save the Children/Child Care Support Center (1977)

"Forum Findings," a periodical of the CCFP Sponsors Forum, 800 Federal Road, Brockfield, CT 06804

Photo: Meg Lovejoy

A SAMPLING OF FAMILY CHILD CARE NETWORKS RELATED TO RELIGIOUS INSTITUTIONS

Catholic Families Charities, 220 Colony Street, Meridan, CT 06450

Church of the Living Hope Family Day Care Network, 161 East 104th Street, New York, NY 10029

Clarendon Family Child Care, 133 The Great Road, Bedford, MA 01730

Covenant Early Childhood Programs, 11205 Euclid Avenue, Cleveland, OH 44106

Jewish Community Center Infant Network, 1375 St. Paul Avenue, St. Paul, MN 55116

Neighborhood Child Care Network, Save the Children/Child Care Support Center, 1340 Spring Street, Suite 200, Atlanta GA 30309

Northwest Interfaith Movement Family Day Care Project, Greene & Westview, Philadelphia, PA 19119

The Preschool Project, 1240 E. Columbia Avenue, Philadelphia, PA 19125

Rochester Children's Nursery Family Day Care, 914 South Avenue, Rochester, NY 14620

St. Mark's Family Day Care Network, 1130 N. Rampart Street, New Orleans, LA 70116

St. Peter's Church Child Care Network, 741 East 219th Street, Bronx, NY 10467

Union Theological Seminary/Presbyterian School of Christian Education, Family Day Care Network, 1205 Palmyra, Richmond, VA 23227

III.
PARTNERSHIPS TO CONNECT PROVIDERS WITH FAMILIES

P. SUPPORT COMMUNITY CHILD CARE RESOURCE AND REFERRAL SERVICES

Few communities have enough family child care homes, or ways to find those that do exist. In some areas, child care resource and referral services (CCRR) have been developed to assist parents in finding suitable child care. In order to create a large pool of providers from which to make referrals, CCRR services spend a great deal of time, money, and effort recruiting and retaining family child care providers. Congregational volunteers can assist a CCRR with this process by helping with such services as publicity, provider registration, and telephone follow-up. This outreach increases the supply of known family child care homes and expands child care choices available to parents.

Required resources: volunteers.

WHEN YOU WANT TO KNOW MORE

CHILD CARE RESOURCE SERVICES AND FAMILY CHILD CARE PROVIDERS

"The Provider Connection: A Closer Look at the Relationship between Family Child Care Providers, Resource and Referrals, and other Child Care Agencies," Windflower Enterprises, 999 18th Street, North Tower, Suite 1615, Denver, CO 80202

"National Directory of Child Care Resource and Referral Agencies," California Child Care Resource and Referral Network, 809 Lincoln Way, San Francisco, CA 94122 (annual)

Q. HELP PARENTS AND PROVIDERS FIND ONE ANOTHER

First Annual Child Care Breakfast
Saturday, June 2, 9:00 a.m.
Kings Memorial
United Methodist Church
$6 donation • Proceeds to benefit
Edgewood Cares for Children
School-Age Programs
Sponsored by
United Methodist Men and
United Methodist Women
& Neighborhood Child Care Network

sample flyer
Save the Children/Child Care Support Center
Atlanta, GA, 1990

Whether a community has a formal resource and referral service, congregations can serve as an informal information clearinghouse for providers who are looking for children to care for, resources for their programs, and contact with professional colleagues:

- by placing a provider's advertisement in its worship bulletin or posting her name on a bulletin board (see NOTE on following page);
- by posting notices of provider association meetings and/or early childhood education workshops and events;
- by helping providers make and distribute publicity flyers in community stores and centers;
- by assisting providers with technical details of licensure/registration;
- by offering "how to choose child care" guides to providers and parents and posting them on congregational bulletin board;
- by publicizing provider toy/equipment/book "wish lists."

Required resources: Skilled volunteer/paid coordinator who is in close touch with local provider association, child care resource and referral service, early childhood groups, and/or regulatory agencies.

NOTE ON REGULATED AND INFORMAL FAMILY CHILD CARE

Fingerprinting, X-rays, completing affidavits to confirm whether you've ever committed a crime, and filling out other forms is just part of the licensing process. Additionally, the state sends a representative to inspect our homes and to assure children are housed in safe conditions.

California family child care provider

States vary in their approaches to family child care regulation. Many states require family child care providers to be licensed, certified, or registered. While such state regulation does not guarantee high quality care, it does offer children basic health and safety protection. A church or synagogue needs to learn about its state's regulations as it begins its family child care partnership.

In fact, many family child care providers do operate informally outside the regulatory system, either because they do not think they are required to be licensed, registered, or certified, or because they do not want state regulators in their homes. They don't know what the state expects and they fear the unknown.

A congregation may choose to reach out to informal providers, offering them hospitality, resources, and training. Through such supportive outreach, informal providers may decide to participate in the state's family child care regulatory system and become more active in the early childhood professional community.

A cautionary note: Referring parents to unregulated providers in states where regulation is required may open a church or synagogue to liability risks, even when such referrals do not imply recommendation by the institution. Outreach to such informal providers should probably not include parent referrals, since unregulated providers are operating illegally by not meeting state and local requirements.

We are open to both registered and unregistered providers. All can benefit from what we offer and the information on training incentives and special programs available to registered providers might encourage them to 'go legal.'

Amy Gendall, Northwest Interfaith Movement, Philadelphia PA

WHEN YOU WANT TO KNOW MORE

FAMILY CHILD CARE REGULATION

"Born and Raised in East Urban, a Community Study of Informal and Unregulated Child Care," by Caroline Zinsser for the Center for Public Advocacy Research. Available from C. Zinsser, 45 E. 62nd Street, New York, NY 10021, (1990)

"The Family Day Care Licensing Study," The Children's Foundation, 725 15th Street, Ste.505, Washington, D.C. 20005(updated annually).

"Facts about Family Day Care" (1988) and "Facts about Family Day Care Regulation" National Council of Jewish Women Center for the Child, 53 West 23rd Street, New York, NY 10010, (1989)

"The National State of Child Care Regulations," by Gwen Morgan, Work/Family Directions, 9 Galen Street, Suite 230, Watertown, MA 02172, (1986)

IV. PARTNERSHIPS TO INCREASE COMMUNITY SUPPORT FOR FAMILY CHILD CARE

There was a day this past summer when the weather was perfect, warm, not hot and humid...It was the day that three preschoolers turned my sandbox into a kingdom...complete with a castle, a moat, secret tunnels and a winding road leading to the front door. They turned that same sandbox into a classroom for future engineers, a play therapy session for a little girl trying to make sense of a separation between her mom and dad, and a shy little boy's first venture into cooperative play...I still see the lights and shadows as they danced under the trees in the breeze...Bill proudly running with the bucket to fill it...the concentration on his face as he participates in the group effort.This day we brought lunch outside, read a story under the mulberry tree and everyone napped soundly, contented in their morning work.

Sally Schaefer Clow, "Sand Castle Days... Pictures of Family Day Care," in *Argus: The Journal of Family Day Care*, 3(3), 1989

Family child care providers are isolated by the nature of their work. They also are undervalued by our society. "She's just a babysitter" is a common misconception about a family child care provider. The myth that anybody can care for children translates into very low wages for most providers. In the early childhood profession, family child care providers have the lowest wages.

Recent attention to the important role of family child care has created opportunities for positive information to reach the public. Church and synagogue leaders, informed about family child care strengths, can speak out on behalf of providers, emphasizing how vital they are to family life.

The perceived schism between education and care in this country is deeply disturbing, particularly because policy decisions are being made that will shape the future direction of our early childhood landscape. Such decisions repeatedly ignore the fact that children, particularly the youngest, are participating in a variety of arrangements, including care in the home of a neighbor, friend, family child care provider, or relative.

"A Proposal for the Family Child Care Training Study," Work and Families Institute, 1991

R. MEDIA WATCH

Often the media report on family child care when something bad happens. A congregational "media watch" committee that knows the bigger story about family child care can respond quickly to misinformation with letters to the editor and calls to T.V. station news managers. It can connect reporters to knowledgeable informants so positive stories about family child care are portrayed to the public.

Required resources: volunteers trained about family child care issues and concerns.

S. ZONING ADVOCACY

In many communities, zoning presents a major obstacle to family child care. Because family child care is home-based, it takes place in every neighborhood. Biases against child care, plus "not-in-my-back-yard" attitudes have closed down many a family child care home, despite providers' best efforts to address neighbors' concerns.

Congregations can speak for the needs of the community without appearing to be self-serving. Congregational members who join providers to testify at zoning hearings about the safety and trustworthiness of family child care homes can help sway public opinion. Sometimes the best solution to a zoning controversy is to join with other organizations and volunteer groups to advocate for new, statewide legislation.

Required resources: Informed, articulate volunteers.

Photo: Ron Garrison © Zoological Society of San Diego 1991

T. PUBLIC POLICY ADVOCACY

Federal legislation now includes family child care providers among those who can receive public child care funds. Providers can now sit at the table with state and local policymakers to ensure that they receive better recognition, funding, and training. These were victories of organized, informed advocates.

Congregations can work with providers to promote such helpful public policies. For example, congregations can organize letter-writing campaigns and telephone "alerts" in support of legislation to make low-cost loans and grants for capital improvements available to family child care providers. They can speak out at public hearing for regulations (e.g. licensing; taxation) that are reasonable for providers.

Required resources: Informed, articulate volunteers.

U. EQUITABLE CHILD CARE ADVOCACY

The congregation has the responsibility to be constant in its nurture of any ministry it accepts... [We] are called to service in seeking reconciliation and the Biblical shalom — within families and within the larger society.

National Council of Churches Policy Statement on Child Care (1984)

As a congregation chooses its family child care partnership, it needs to remember these words of the National Council of Churches Policy Statement on Child Care. Issues of justice and equity weave in and out of any child care ministry. Opportunities arise for advocacy within the life of the congregation as it asks itself:

- How can we serve low-income families?
- Can we help providers gain skills and support to care for abused or neglected children? Addicted babies?
- What steps can we take to ensure that family child care homes have anti-bias, multicultural environments?
- How can we be more effective advocates for children in our own congregation?

Required resources: The faithful community!

Photo: Nancy P. Alexander

WHEN YOU WANT TO KNOW MORE

CHILD CARE ADVOCACY

"Child Day Care Policy Statement," National Council of Churches, 475 Riverside Drive, Room. 572, New York, NY 10115-0050 (1984)

"Called to Act: Stories of Child Care Advocacy in the Church," National Council of Churches, 475 Riverside Drive, Room. 572, New York, NY 10115-0050 (1986)

"A Children's Defense Budget," Children's Defense Fund, 122 "C" Street, N.W., Washington, D.C. 20001 (annual)

"Family Child Care Zoning Advocacy Kit," Child Care Law Center, 22 Second Street, 5th Floor, San Francisco, CA 94105 (1988)

"The Partnership Guide: Strategies for Supporting Family Day Care In Your Community," National Council of Jewish Women Center for the Child, 53 West 23rd Street, New York NY 10010 (1991)

"Welcome the Child: A Child Advocacy Guide for Churches," Children's Defense Fund, 122 "C" Street, N.W., Washington, D.C. 20001 (1991)

"Who Cares for America's Children? Child Care Policy for the 1990's," by Hayes, Palmer and Zaslow, National Academy Press, Washington, D.C. (1990)

APPENDIX A
GLOSSARY OF TERMS FOR FAMILY CHILD CARE

Accreditation: System of recognition awarded to family child care providers who meet standards established by the National Association for Family Day Care.

Association: A self-directed group of providers. May be affiliated with state association and/or the National Association for Family Day Care.

Certification: A regulatory system used by some states that requires family child care providers to self-certify that they meet established requirements.

Child and Adult Care Food Program: A U.S. Department of Agriculture nutrition program carried out by individual states through contracts with not-for-profit agencies [e.g. churches and synagogues] to provide nutrition training to adult and child care providers, and to ensure that participants receive nutritious food.

Child care: Generic term referring to any form of out-of-home, non-residential care for children, including pre-school, center- based care, school-based care, family child care.

Family child care: care for a small group of children in a provider's home.

Liability: the legal responsibility assumed by a person or institution for loss or damage.

Licensing: Official authorization to operate a family child care home (required by some states) according to established requirements.

Network: A group of family child care providers who associate for training, resources, U.S.D.A. food program participation, and professional fellowship.

Provider: A person who cares for a small group of children in her own home.

Registration: A form of official regulation whereby family child care providers are listed by the state as operating according to established requirements.

Sponsor: A not-for-profit agency that contracts with the state to manage a Child and Adult Care Food Program for the U.S. Department of Agriculture.

APPENDIX B
PARTNERS IN FAMILY CHILD CARE ADVISORY COMMITTEE

Faith Anderson, CCFP Sponsors' Forum, Brookfield, CT

Gretchen Brooke, Family Child Care Provider, Belmont, CA

Karen Brown, Families and Work Institute, New York, NY

Colley Case, Save the Children/Child Care Support Center, Atlanta, GA

Ruth Campbell, Clarendon Family Child Care, Bedford, MA

Alys Cohen, National Council of Jewish Women, New York

Karen Collins, Prophetic Justice Unit, National Council of Churches, New York, NY

Joanne Emerson, Interfaith Community Services, Columbia, SC

Linda Geigle, National Association for Family Day Care, Salt Lake City, UT

Sandra Gellert, The Children's Foundation, Washington,D.C.

Amy Gendall, Northwest Interfaith Movement, Philadelphia, PA

Florence Glasser, NC Equity Rural Child Care Project, Raleigh, NC

Thelma Harms, Frank Porter Graham Child Development Center, University of North Carolina, Chapel Hill, NC

Betsy Irvine, Louisiana Crosslines, Baton Rouge, LA

Olga Jackson, St. Mark's Family Day Care Network, New Orleans, LA

Carol Keintz, Satellite Family Child Care Inc., Madison, WI

Barbara Kurtz, Covenant Early Childhood Programs, Cleveland, OH

Mary Larner, National Center for Children in Poverty, New York, NY

Tracey Lewis, Family Child Care Provider, Westerly, RI

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Gwen Morgan, Wheelock College, Boston, MA

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Carol Revill, Catholic Families Charities, Meridan, CT

Cynthia Rowe, Child Care Inc., New York, NY

Ellen Sharkey, Clarendon Family Child Care, Bedford, MA

Annette Sibley, Argus: Journal of Family Day Care, Atlanta, GA

Carol Stevenson, Child Care Law Center, San Francisco, CA

Barbara Taylor, National Association for Family Day Care, Littleton, CO

Michele Tennesen, Portland Family to Family Initiative, OR

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NOTES

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